

# Maryland Governor's Office on Service and Volunteerism

Virtual Program Staff Meeting

March 22, 2017

10:00 am – 12:00 pm



# Technology Check

- **To Mute your Line:** Press \*6
- **To Unmute your Line:** Press \*7
- **To Ask Questions:**
  - Use the Raise Hand Button to request opening phone lines
  - Use the Chat Box to type a message to GOSV presenters



# Agenda

- Welcome & Announcements
- GOSV Overview
  - Staff Introductions & Roles
  - Working with GOSV
- Performance Measures Hot Tip – Valerie
- Member Recruitment Basics
- Updates from Valerie
- New Measurement Instrument for ED27 – Paul Costello, Project Change
- Outreach Announcements
- Q&A



# Roll Call!



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# Save the Following Dates

- **Governor's Service Awards Nominations Open – Early April**
- **National Volunteer Appreciation Week- April 23-29**
- **Volunteer Appreciation Night at Camden Yards ☺ - April 21**
- **Commission Vote for Formula – May 23**
- **Conference - June 4-7**
- **Life after AmeriCorps – June 7-8**
- **MD State Fair Volunteer Appreciation Day – August TBD**



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# 2017 - 2018 Grant Cycle

- **Formula**

- New/Re-compete Deadline: March 24
- Next Steps in Review Process
  - Peer Review Consensus meeting May 4

## **Quarterly Reports**

- April Reporting Deadlines are **FIRM**
- Program Progress Reports- ***April 20***
- Federal Financial Reports- ***April 17***



# Quarterly Reports

- Program Progress Report Tips
  - Double check the accuracy of PM data and volunteer demographics.
  - Explain the status of your PMs:
    - If you've EXCEEDED your targets, how and why?
    - ONGOING? When do you expect to receive final results? What are you doing to ensure you will meet targets?
  - Explain Portal compliance issues
    - Describe circumstances resulting in early exits, if applicable.



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# GOSV Staff

- **Jeff Griffin**, *Executive Director*
- **Lola Abdulai**, *Outreach Coordinator*
- **Kerry Ose**, *Senior Program Officer*
- **Erin Green**, *Program Officer*
- **Sarah Kim**, *Grants Coordinator*
- **Deanna Dunn**, *Special Initiatives Coordinator*
- **Valerie Staats**, *National Service Training Manager*
- **Kolu Ziama**, *Student Assistant*



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# Communication with GOSV Staff

- **Contact**

- PMs/Evaluation/Data Collection- (Valerie & POs)
- Application/Reporting Questions -(POs or Sarah)
- eGrants technical issues -(eGrants Help Desk)
- Upcoming Events and Outreach- (Lola and Jeff)
- Opioid Grant Questions/Concerns – (Deanna)

- **Contact w/POs**

- Contact for all other updates/questions/ concerns- (POs)

- **Monthly Check-ins – *Back!\****

# Program Officer's Portfolio

## Kerry

- **Civic Works**
- **Reading Partners**
- **AIM for Excellence**
- **Community Arts Collaborative**
- **Experience Corps**
- **HabiCorps**
- **New Americans Initiative**
- **Shore Corps PALS**
- **Project Change**
- **Interfaith Works**

## Erin

- **Maryland Conservation Corps**
- **Teach for America**
- **Volunteer Maryland**
- **AmeriCorps Langley Park (LAYC)**
- **A STAR! in Western MD**
- **Community Mediation Maryland**
- **Elev8**
- **Maryland Reading Corps**
- **Playworks**



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# Performance Measures!

Come along for the ride at:



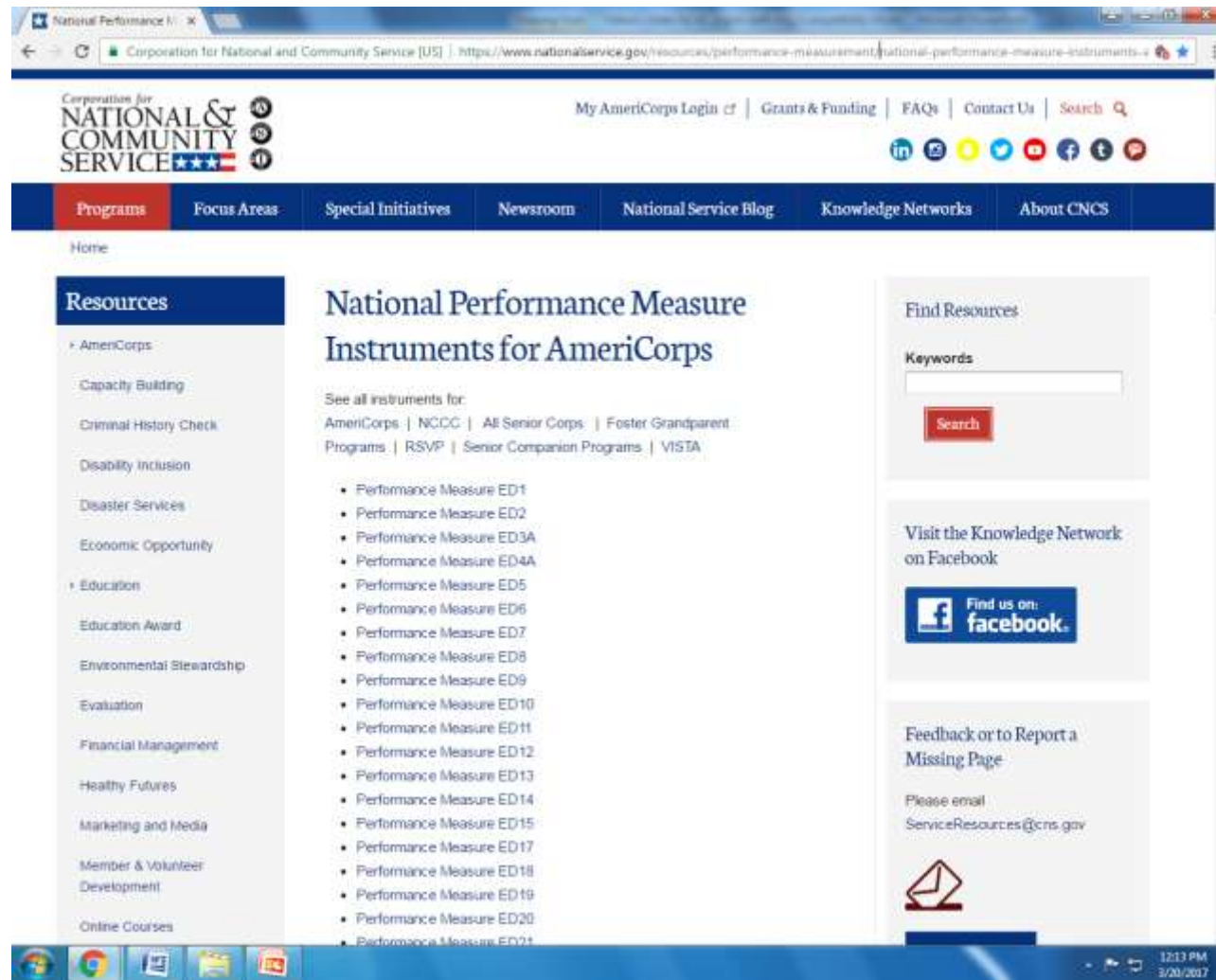
<https://www.nationalservice.gov/resources/performance-measurement/national-performance-measure-instruments-amicorps>



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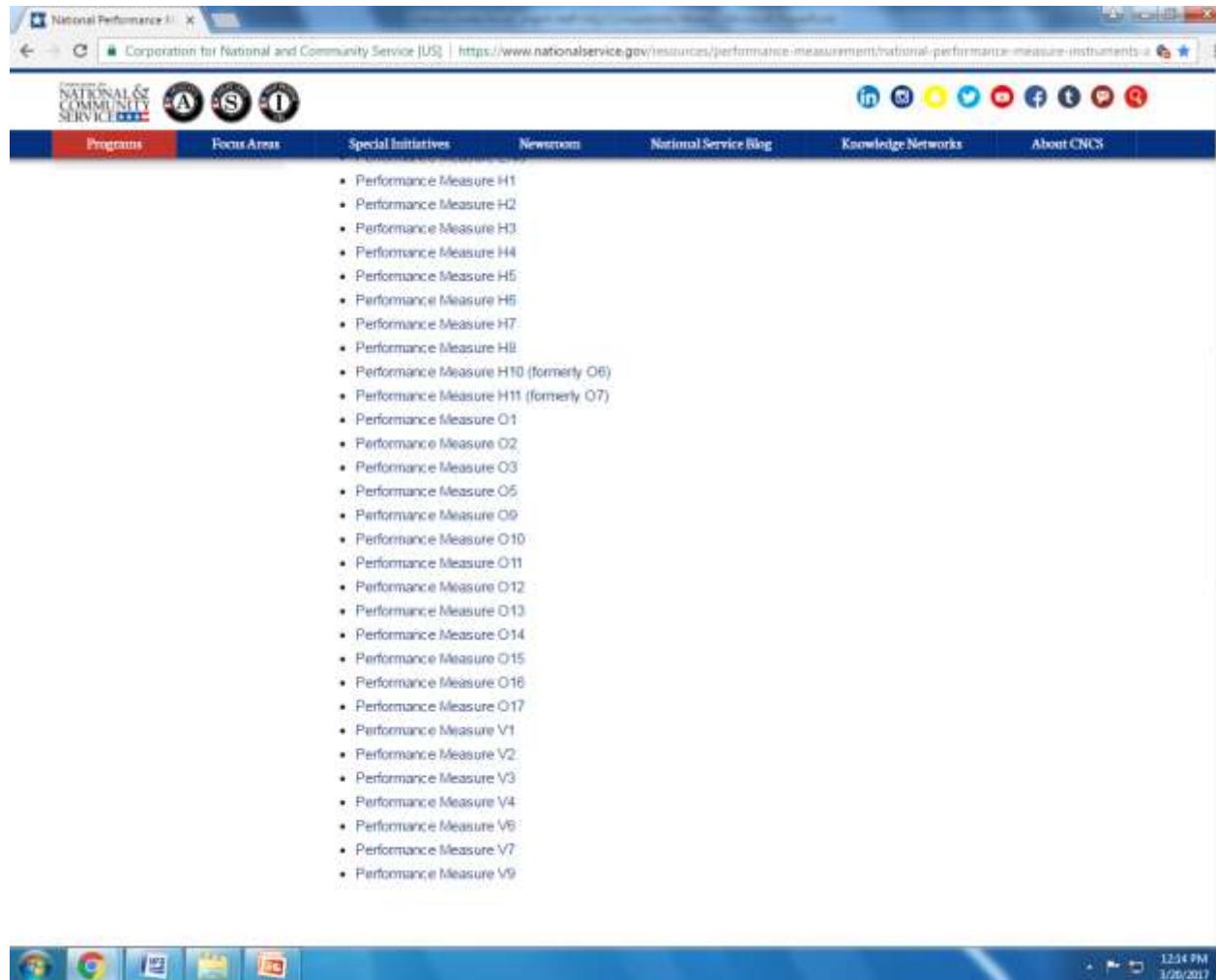
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# Many of you have asked for templates:



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# CNCS offers templates from ED1 to V9



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# With details & sample instrument for each

The screenshot shows a web browser window with the URL <https://www.nationalservice.gov/resources/performance-measurement/ed26>. The page is titled "Performance Measure ED26" and is part of the "Resources" section. The left sidebar lists various resources under "AmeriCorps" and "Education". The main content area includes a note about the information being subject to change, a goal statement "Number of students acquiring a GED", a definition of key terms, and instructions on how to calculate/measure/collect data. It also provides a sample instrument (PDF) and more information on 2013 AmeriCorps National Performance Measures Instructions (PDF) and Senior Corps National Performance Measures Instructions (PDF). The page is dated 3/26/2017.

Performance Measure ED26

Note: Information on this page is subject to change. Applicants should always refer to the performance measure instructions published with the NOFO. Grantees should refer to the performance measure instructions for the grant year in which they were funded.

**Number of students acquiring a GED.**  
Goal 1: Education: K-12 Success

**Definition of Key Terms**

**Students.** Those reported in ED1, ED2, ED3A or ED4A.

**How to Calculate/ Measure/ Collect Data**

GED completion records of individual students who participated in CNCS-supported program

- Sample Instrument (PDF)
- More information: 2013 AmeriCorps National Performance Measures Instructions – Education Focus Area (PDF)
- More information: Senior Corps National Performance Measures Instructions (PDF)

**Notes**

This performance indicator is best suited for CNCS-supported programs that primarily serve 11th and 12th graders and whose objective is promoting GED completion.

- Can you develop a reasonable baseline or "comparison" group consisting of the population you plan to serve? For example, what is the typical GED completion rate of the population you intend to serve? This will become your comparison group or serve as your baseline. The youth served in your program should have a higher rate of GED completion than this group.
- Will you be able to set a "reach" target, the minimum anticipated percent of students participating in your education or mentoring program who you hope will acquire a GED; will the percentage you set challenge your program to reach that target?



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# For example ... an instrument for PM V3:

Veterans and Military Families V3 Sample Instrument - Adobe Reader

File Edit View Window Help

Tools Sign Comment

Veterans and Military Families V3

### Veteran Educational Program Enrollment

Program Name: \_\_\_\_\_

Person completing this Log: \_\_\_\_\_ Program Year: \_\_\_\_\_

**Instructions:** Enter the name of each veteran who receives assistance to enroll in an education program. Document the educational assistance information in the appropriate cells. Place a "1" in "Output V3" column if the veteran enrolled in an educational program. Count each veteran only one time during the program year.

VETERAN		EDUCATIONAL ASSISTANCE			Output V3
Last Name	First Name	Assistance Start Date	Type and Amount of Assistance Provided	School Name or Type of Education Program	Mark "1" if Enrolled in Ed Program
1.					
2.					
3.					
4.					
5.					
6.					
7.					
8. Add rows					
Output: Total number of veterans enrolled in an educational program (V3)					

12/2/11 3



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## How this can help you (or not!)

- If you do not have time, staff capacity, or the will to develop your own instruments
- If you want to be sure that your instrument is CNCS vetted and approved

### ***But ....***

- Not every PM is represented – missing our friend, ED27, and of course, applicant-defined PMs
- Occasionally the document says, “You will need to identify or develop an instrument to test (xyz)” – but still offers helpful guidance

# Best Practices in Member Recruitment

- Develop a method
  - Set a timeline
- Identify your target audience
- Market your position to audience
- Implement screening, refe selection



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# Member Recruitment/Service Year

- **Overview and Update on Service Year**
- **Other methods of member recruitment**
  - AC Portal
  - Idealist
  - Indeed
  - Online job boards via colleges/universities
  - Service locations



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# Market Position to your target audience



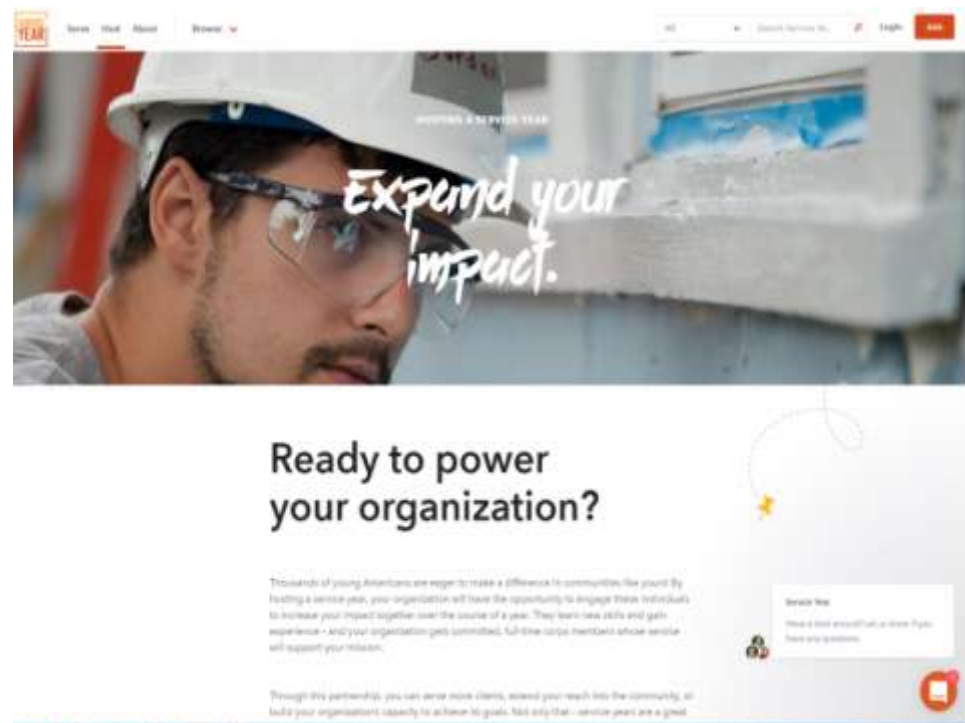
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# Service Year Alliance

- Allows you to market your AmeriCorps position to people ages 17- 26
- Will begin a fee for service in 2018
- Does not require potential service members to complete an application



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# The AmeriCorps Portal



- **Open to applicants ages 17 and older**
- **Requires complete application**
- **Applications through the Portal decreased last year**
- **Portal applications vary widely in quality**

We connect idealists with opportunities for action.

What are you looking for?

All types

Keyword, skill, or interest

Where?

Sign up to receive results by email.

 Search

121,601  
organizations use Idealist

Post a listing

JOB

Special Assistant, Bureau Primary Care Information Project

By New York City Department of Health and Mental Hygiene in Long Island City, NY, US

posted 10 minutes ago

JOB

Young Adult Career Advisor, Learning To Work At South Shore Young Adult Borough Center

By CAMBA in Brooklyn, NY, US

10 minutes ago

JOB

Counselor II, The Landing Family Shelter

By CAMBA in Brooklyn, NY, US

11 minutes ago

JOB

Bilingual School Counselor

By KIPP Austin Public Schools in Austin, TX, US

14 minutes ago

VOLUNTEER OPPORTUNITY

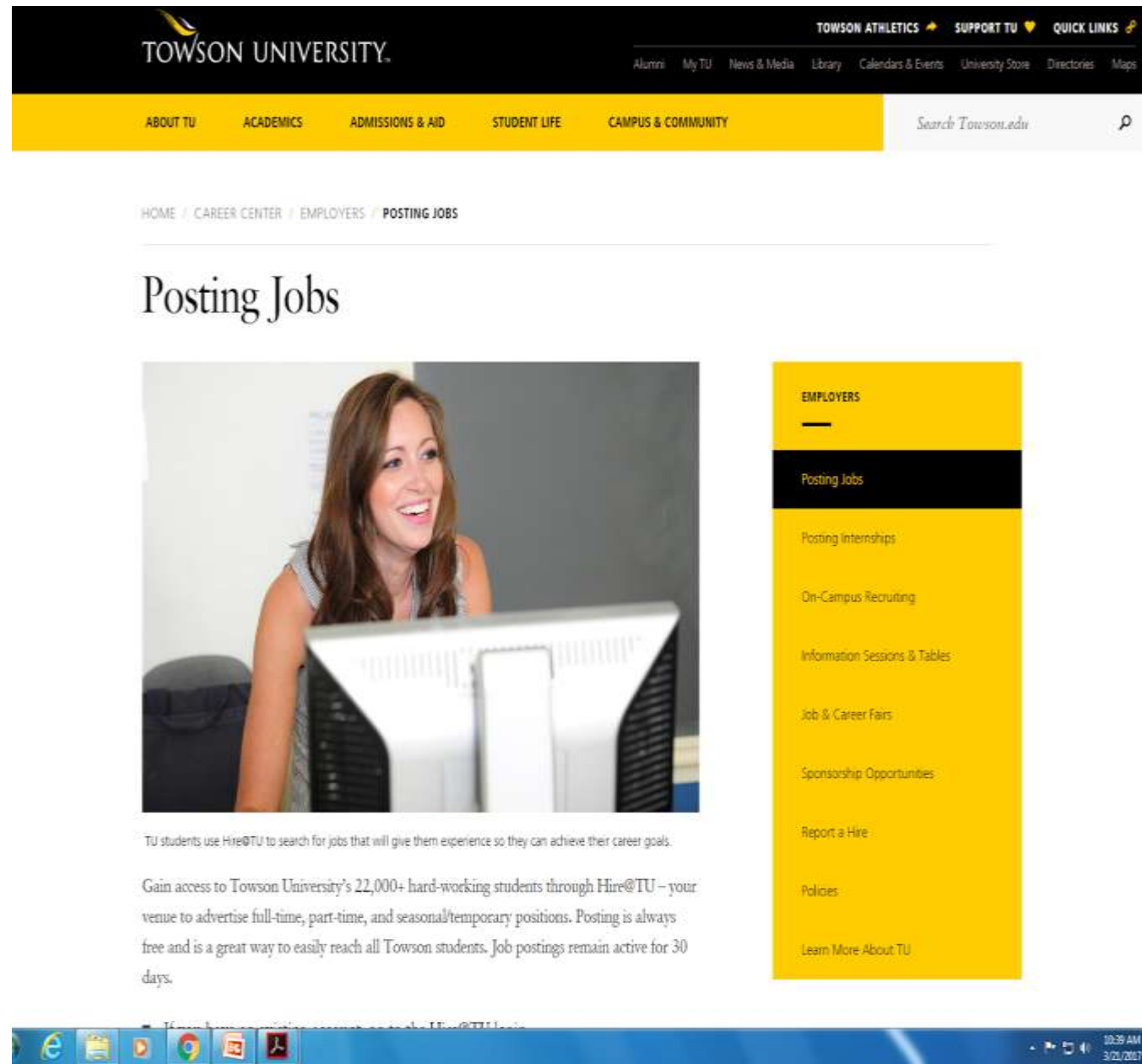
Sustainable development goal of was Project

Sign up to add your org.

- There is a fee
- AmeriCorps positions should be listed as jobs
- Cross lists with Indeed
- Mileage varies



- Most colleges and universities allow employers to post opportunities and do so free of charge.
- Creating employer accounts on each online job board is time-consuming and complex, as the processes for posting opportunities vary.
- Updating a spreadsheet that tracks where you have posted and when posts expire is recommended.



The screenshot displays the Towson University Career Center website. The header features the Towson University logo and navigation links for Athletics, Support, and Quick Links. A yellow navigation bar contains links for About TU, Academics, Admissions & Aid, Student Life, and Campus & Community. A search bar is located on the right. The main content area is titled 'Posting Jobs' and includes a breadcrumb trail: HOME / CAREER CENTER / EMPLOYERS / POSTING JOBS. A large image of a smiling woman at a computer is featured. Below the image, text explains that TU students use Hire@TU to search for jobs and that employers can gain access to 22,000+ students through Hire@TU. A sidebar on the right lists various employer resources under the 'EMPLOYERS' heading.

**TOWSON UNIVERSITY**

TOWSON ATHLETICS SUPPORT TU QUICK LINKS


Alumni My TU News & Media Library Calendars & Events University Store Directories Maps

ABOUT TU ACADEMICS ADMISSIONS & AID STUDENT LIFE CAMPUS & COMMUNITY

Search Towson.edu

HOME / CAREER CENTER / EMPLOYERS / POSTING JOBS

## Posting Jobs



TU students use Hire@TU to search for jobs that will give them experience so they can achieve their career goals.

Gain access to Towson University's 22,000+ hard-working students through Hire@TU – your venue to advertise full-time, part-time, and seasonal/temporary positions. Posting is always free and is a great way to easily reach all Towson students. Job postings remain active for 30 days.

**EMPLOYERS**

- Posting Jobs
- Posting Internships
- On-Campus Recruiting
- Information Sessions & Tables
- Job & Career Fairs
- Sponsorship Opportunities
- Report a Hire
- Policies
- Learn More About TU

Windows taskbar: 10:39 AM 3/21/2017



Reach Candidates and Hire Faster  
INTRODUCING ONESTOP RECRUITER



OVERVIEW

MEMBER SCHOOLS

PRICING

BLOG

SUPPORT

SIGN IN

SIGN UP

The world's largest university recruiting network

Reach 5 million qualified students and recent grads across 1,100  
Simplicity partner schools

POST A JOB



RECRUITERS USE ONESTOP TO FIND THE RIGHT ENTRY-LEVEL CANDIDATES

*Create* one post, reach millions of job seekers.

*Manage* career fairs, info sessions, and on-campus interviews from a single location.

*Search* thousands of resumes and send targeted emails.



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- One Stop is a fee-based solution to individually posting on each college and university online job board.

# Other Tips? Ideas? Questions?



# Atlantic Regional Training Conference

June 4-7, 2017 | Baltimore  
Marriott Inner Harbor Camden Yards



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# Atlantic Regional Training Conference

- Sessions for AC Program Staff, VGF Program Staff & more
- Reception, Orioles game (Tues June 6<sup>th</sup>, 7:05p), Cal Ripken, Jr. delivering Keynote, & scores of workshops/trainings
- Poster Session Competition for Currently Serving Foster Grandparents, AC Members, RSVP, Senior Corps
- Conference reg fee \$150 for all (\$200 after May 12)  
<http://www.nationalservicetraining.org/atlantic.html>
- Hotel \$185 + taxes/single or double (book by May 12)  
<http://globetrottermgmt.com/md/atlnatlconf2017/>

# Atlantic Regional Training Conference

- Life after AmeriCorps training event for your ACMs
  - Wed June 7<sup>th</sup> 4p -> Thurs June 8<sup>th</sup>, 1:30p
  - At same hotel & just following ARTC
  - Will be offering sessions in response to needs assessment (surveymonkey) (& your suggestions?)
    - 88% of 128 respondents said they would attend
  - Topics voted for include writing cover letters & résumé, networking, elevator talks, other national service opps, how to use Segal award, et al.
  - Using some peer presenters
  - No reg fee or meal costs but pay they transpo to Balto & hotel
    - 79% said they would willingly share hotel room w/ another

# Atlantic Regional Training Conference

- Poster Session for currently service ACMs, RSVPs, Senior Corps, etc – any program represented at the conference
- Need your help circulating competition info to your ACMs
- Interested members will create a poster describing their service year (to date)
  - Includes text, graphics, images, like a science poster
  - Prizes will be awarded to best three (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>)
  - Winning ACMs will be invited to attend reception to be recognized and receive their prizes
- Posters will be displayed at Monday's conference reception and throughout conference in Exhibits area
- Competition info forthcoming very soon!



# MYSORE

Building Kids' Image as Successful Learners



# A New Tool to Measure ED27!

## Paul Costello / Project Change

- The recommended instruments never delivered the results we promised
- They were too school-centric- “Do you like school more?”
- They did nothing to enhance member performance
- They tested what was not necessarily related to the Members’ intervention
- They took too much time
- They added to the over-testing culture of classrooms



To measure their relation to themselves as learners - not to measure their place of learning

Class	Group 1	Group 2
Class 1	82	95
Class 2	76	88
Class 3	84	90



# Strengthening Student Engagement: What Do Students Want *(and what really motivates them)?*

*Richard Strong, Harvey F. Silver and Amy Robinson*



Name: \_\_\_\_\_ Grade: \_\_\_\_\_

How confident are you?

1	2	3	4	5
UNSURE		SORT OF		VERY

How excited are you about learning?

1	2	3	4	5
NOT		IT'S OK		THRILLED!

How well do you get along with others?

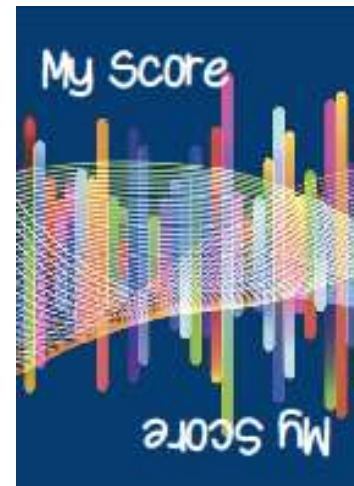
1	2	3	4	5
I DON'T		OK		GREAT

What do you do when things get hard?

1	2	3	4	5
GIVE UP		COPE		TRY HARDER

How happy are you with your life now?

1	2	3	4	5
NOT AT ALL		😊		LOVING LIFE!



## Learning as a Quest to understand and to grow, not just learn, in which:

- SUCCESS read as CONFIDENCE
- CURIOSITY read as EXCITEMENT ABOUT LEARNING
- RELATIONAL LEARNING read as TEAM WORK
- RESILIENCE read as ability to cope
- SUCCESS read as HAPPINESS
- On a CARD
- So it is play
- You are the expert of you
- Build an interiority
- Takes 5 minutes
- Gives feedback to team





The greatest discovery  
of any generation is  
that a human can alter  
his life by altering his  
attitude.

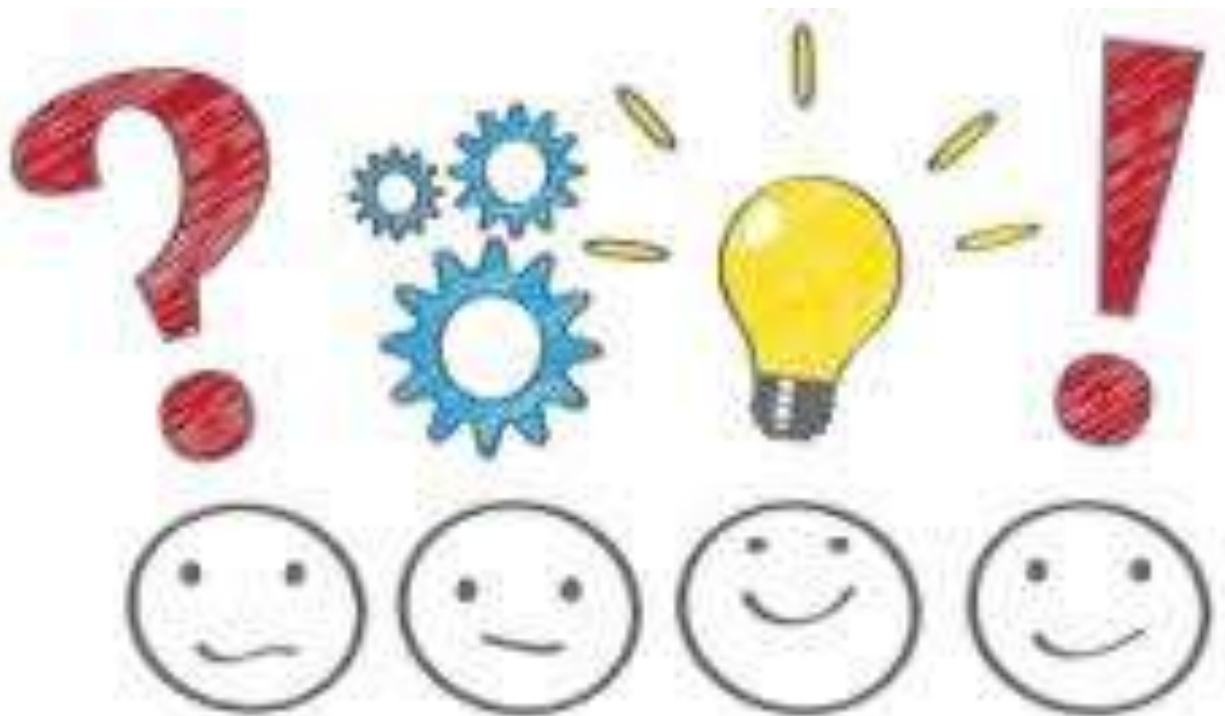
*William James*

meetville.com





# Questions?



# Outreach Updates

- **Governor's Service Awards**  
**Nomination form**, opening early April
- **Volunteer Appreciation Night** at  
Camden Yards, 7:05 p.m. on April 21
- **Event Survey**
- **National Volunteer Week Social Media**  
**Campaign**
- **Mayor and County Recognition Day for**  
**National Service**, April 4



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Questions?



# Thank You!

- Please complete the Post-Survey!
- Next Meeting:
  - June 5-7, 2017  
(@ Baltimore conference)

